

# Command Responsibility

Refers to collective or organizational accountability and includes how well units perform their missions.

**EXAMPLE:** A company commander is responsible for all the tasks and missions assigned to his company.

# **Individual Responsibility**

- **Accounting for your personal conduct.**
- **Commissioned officers, warrant officers, and DA civilians assume this responsibility when they take their oath.**
- **Soldiers assume this responsibility with their initial oath of enlistment**

# **NCO Responsibilities**

- Transmitting, instilling, and ensuring the efficacy of the professional Army ethic.
- Planning and conducting the day-to-day unit operations within prescribed policies and directives.
- Training of enlisted soldiers in their MOS as well as in the basic skills and attributes of a soldier.

# **NCO Responsibilities (cont)**

- Supervising unit physical fitness training and ensuring soldiers comply with the weight and appearance standards of ARs 600-9 and 670-1.
- Teaching soldiers the history of the Army, to include military customs, courtesies, and traditions.
- Caring for soldiers and their families, on and off duty.
- Teaching soldiers the mission of the unit and developing individual training programs to support the

# **NCO Responsibilities (cont)**

- Accounting for and maintaining individual arms and equipment of enlisted soldiers, and unit equipment under their control.
- Administering and monitoring the NCO professional development program, and other unit training programs.
- Achieving and maintaining courage, candor, competence, commitment, and compassion.

# **Commissioned Officers Roles and Responsibilities**

- Command, establish policy, and manage Army resources.
- Integrate collective, leader, and soldier training to accomplish missions.
- Deal primarily with units and unit operations.
- Concentrate on unit effectiveness and readiness.

# **Warrant Officers**

## **Roles and Responsibilities**

- Provide quality advice, counsel, and solutions to support the command.
- Execute policy and manage Army systems.
- Command special-purpose units and task-organized operational elements.
- Focus on collective, leader, and individual training.
- Operate, maintain, administer, and manage Army equipment, support activities, and technical systems.

# **Noncommissioned Officers Roles and Responsibilities**

- Train soldiers and conduct the daily business of the Army within established policy.
- Focus on individual soldier training.
- Deal primarily with individual soldier training and team leading.
- Ensure that subordinate teams, NCOs, and soldiers have properly prepared to function as effective unit and team members.



# **Prohibited Soldier Relationships**

- Compromises, or appears to compromise, the integrity of supervisory authority, or the chain of command.
- Causes actual or perceived partiality or unfairness.
- Involves, or appears to involve, the improper use of rank or position for personal gain.

# **Prohibited Soldier Relationships (c**

- Are, or someone perceives to be, exploitative or coercive in nature.
- Creates an actual or clearly predictable adverse impact on--
  - Discipline.
  - Authority.
  - Morale.
  - Ability of the command to

# **Officer and Enlisted Prohibited Relationship Examples**

- Financial or business relationships.
- Dating, sharing living accommodations.
- Gambling.

# **Other Prohibited Relationships**

- Trainee and soldier.
- Recruiter and recruit.

# **Effects of Nonpunitive Measures**

To teach proper standards  
of conduct and  
performance, not to punish.

# **Options for Enforcing Disciplinary**

- Corrective admonition and reprimand.
- Counseling.
- Corrective training.
- Withholding discretionary benefits, award, or promotion.
- Administrative reduction.
- Article 15.
- Courts-martial.

# **DOD Homosexual Conduct**

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## **Policy**

- Focus of policy is homosexual conduct, NOT sexual orientation.
- Command will separate soldiers for homosexual:
  - Statements (e.g. “I am gay”).
  - Acts.
  - Marriages (actual or attempted).
- NOTE: A soldier who makes a homosexual statement, but who also convinces a separation board that he or she will not engage in homosexual acts, can be

# **DOD Homosexual Conduct Policy (c**

- A soldier who takes any of the following actions violates the homosexual conduct policy, and the Army may discharge him or her:
  - Makes a homosexual statement.
  - Commits a homosexual act.
  - Enters, or attempts to enter into a homosexual marriage.
- A soldier, who for the purpose of avoiding military duty, engages in any of the behaviors listed above, may be subject to disciplinary actions under the UCMJ.



# **Investigating Homosexual Conduct**

- **Only commanders initiate inquiries.**
- **An inquiry must be based on Credible Information.**
- **Examples of information that is NOT credible:**
  - Mere suspicion, opinion or rumors.
  - Reading homosexual publications/Going to “gay bars.”
  - Homosexual statements made to avoid duty.
- **Conduct the inquiry (informal inquiries preferred):**
  - Right against self-incrimination (Article 31, UCMJ).
  - Cannot ask soldier about his/her sexual orientation.

# **Investigating Homosexual Conduct (c**

- **“Substantial investigation” requires DA approval.**
- **Statements to chaplains, attorneys, and spouses may be considered confidential.**
- **You will violate the policy IF:**
  - You investigate a soldier for homosexual conduct without a commander’s permission, or
  - Accuse a soldier of violating the homosexual conduct policy based on:
    - \* Suspicion without credible evidence.
    - \* Rumors.

I.226/OC\* Observing a soldier with homosexual

# **Anti-Harassment Policy**

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- A soldier being harassed should seek out the chain of command, a chaplain, the IG, or a legal assistance attorney.
- A harassed or threatened soldier should not be investigated simply because of the harassment or threat.
- The DOD Homosexual Conduct Policy does not, however, prohibit investigating the soldier(s) who harass(es) or threaten(s) another soldier for possible violations of the UCMJ.

# **Anti-Harassment Policy (con**

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- Commanders need credible information other than harassment to investigate a soldier for homosexual conduct.  
**HARASSMENT ALONE IS NOT CREDIBLE INFORMATION.**
- Absent credible information, an investigation into a complaint or either harassment or of a threat must focus on the harassment or threat, **ONLY**.
- Credible information discovered during the course of an investigation does **NOT** stop the requirement to properly dispose of allegations of harassment.

# **Anti-Harassment Policy (con**

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- The command cannot make harassment stop if it is not reported.
- Commanders must adequately address reported instances of harassment.
  - The focus of any investigation into alleged harassment must be on the soldier(s) committing the harassment.
  - Harassed or threatened soldiers must know that their own sexual orientation will not be the subject of the investigation.
  - When conducting the investigation, a commander can request the assistance of either MPI or CID.